

## JOHN F. WORMUTH

**Email:** [john@wormutharbitrations.com](mailto:john@wormutharbitrations.com)

**Present Occupation:** Labor Arbitrator

**First Business Address:**

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**Second Business Address:**

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**PROFESSIONAL AFFILIATIONS:**

American Arbitration Association  
Association for Conflict Resolution (formerly SPIDER)  
Industrial Relations Association of Northern California and Oregon.

**EDUCATION:**

BA, Government - University of San Francisco, CA  
London School of Economics and Political Science, London, England  
Schiller College, Berlin, Germany

**CERTIFICATIONS:**

How to Become a Labor Arbitrator - FMCS - March 2002

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

2000 – Present: Arbitrator, Mediator, Fact-finder.  
1976 – 1999: Mediator, California State Mediation/Conciliation Service  
1976- 1976: California Institute of Public Transportation (now defunct)  
– Consultant Industrial and Governmental Relations  
1973-1976: International Federation of Professional Technical Engineers, Local No. 21 AFL-CIO  
Business Manager – Financial Secretary.  
1972-1973: Civil Service Association - Staff Representative

**INDUSTRIES:**

**Arbitrated:** Education (Certificated & Classified), Health Care, Local Government (General, Professional, Crafts & Trades, Skilled, Police Fire).  
**Fact-finding:** California Public Schools, Industrial Welfare Commission Wage Board.  
**Mediated:** Aerospace, Agriculture, Automotive, Broadcasting, Canning, Chemicals, Clothing, Communications, Construction, Boards of Adjudication, Electronic Communication, Food, Foundry, Hotel/Restaurant, Iron, Machinery, Manufacturing, Nuclear Energy, Organizations, Petroleum, Pharmaceuticals, Plumbing, State Government, Retail Stores, Services, Steel, Transportation, Trucking, and Utilities.

**ISSUES:**

Discipline and discharge, absenteeism, contract interpretation, insubordination, dishonesty, negation of probation, falsification of records, pay and wage disputes (salary schedule placement, premium and overtime eligibility merit increases) past practices, promotions, leaves of absence (medical personal sabbatical), classification, reduction in force, shift assignments, sub-contracting, super seniority, transfers, assignments, substance abuse, **Discrimination:** age, race, sexual harassment, reasonable accommodation.

**ARBITRATION ROSTERS:**

California State Mediation and Conciliation Service, and its Interest Arbitration Panel - California Public Employee Relations Board - Federal Mediation and Conciliation Service # 3665 - The County of Fresno - Los Angeles City Employee Relations Board - Los Angeles County Employee Relations Commission - Oregon Employment Relations Board - Hawaii Labor Relations Board - Montana Board of Personnel Appeals.

**PERMANENT PANELS:** State of California, Department of Personnel Administration Panel, State of California, Department of Corrections and Rehabilitation/California Correctional Peace Officers Association "Mini-Arbitration Panel", Los Angeles County Panel of Arbitrators and Hearing Officers.

**PUBLISHED CASES:**

116 LA:600, 118LA:652, 118LA:1377, 120LA:385, 121LA:517, 121LA:1812 CPER, 142:63, 147:81, 148:86, 151:87, 153:68, 163:77, 178:68, 179:79. PERB SA-IM-2400(CRR22), SA-IM-2556-E, SA-IM-2663-E, SF-IM-2379-E, SF-IM-2488-E. State of California Industrial Welfare Commission, Chair, Wage Board Order # 5 Health Care Industry, 2001 and 2003.

**FEES:**

**PER DIEM FEE:** \$1050.00 - **DOCKET FEE:** \$150.00 (Waived if the hearing proceeds as scheduled)

**Grievance, Interest Arbitration, and Fact-finding:** The fee is \$1050.00 per hearing day. A hearing day is any portion of a day up to 8 hours. One day per diem charged for each 8 hours spent in preparation, study and writing of the Award and Opinion.

**Labor Mediation:** \$300.00 per hour, plus travel expenses.

**CANCELLATION FEE:** If the scheduled hearing is postponed or canceled with less than 14 days notice, the per diem fee for each hearing day scheduled will be charged.

**Travel Time:** No charge for travel time to and from the State of Montana.

**Expenses:** The Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the Federal Standard Mileage Rate.